

ORDINARY SHAREHOLDERS' MEETING OF APRIL 29, 2026

REPORT OF THE BOARD OF DIRECTORS OF WEBUILD S.p.A. ON THE FOURTH ITEM ON THE AGENDA OF THE ORDINARY SHAREHOLDERS' MEETING, BEARING:

"4. REPORT ON REMUNERATION POLICY AND COMPENSATION PAID PURSUANT TO ARTICLE 123-TER OF ITALIAN LEGISLATIVE DECREE FEBRUARY 24, 1998, NO. 58."

Dear Shareholders,

pursuant to Art. 123-ter of the TUF and Art. 84-quater of the Issuers' Regulations, the Board of Directors of Webuild S.p.A. ("**Company**") prepared the "Report on Remuneration Policy and Compensation Paid" ("**Remuneration Report**") divided into two separate Sections as outlined below.

Section I: outlines the Company's policy on the compensation of the Company's Directors, Statutory Auditors, General Managers, and other key management personnel ("**Remuneration Policy**"), as well as the procedures observed by the Company in preparing, approving, and implementing the Remuneration Policy. Said Section I is submitted to the binding vote of the Shareholders Meeting.

Section II: In addition to a comparison of the annual change in compensation, the Company's performance and employee compensation, it also provides a representation of the compensation paid in implementation to Policy 2025, with an explanation detailing its compliance with the latter. Said Section II is subject to the non-binding vote of shareholders, both in favour or against.

In view of the above, the Board of Directors submits the following proposed resolutions for your approval.

PROPOSED RESOLUTION ON AGENDA ITEM 4.1

"The Shareholders' Meeting of Webuild S.p.A., meeting in ordinary session,

RESOLVED

to approve Section I of the Report on Remuneration Policy and Compensation Paid that includes the Remuneration Policy of Webuild S.p.A. concerning the next three-year period 2026-2028."

PROPOSED RESOLUTION ON AGENDA ITEM 4.2

"The Shareholders' Meeting of Webuild S.p.A., meeting in ordinary session,

RESOLVED

in favour of Section II of the Report on Compensation Policy and Compensation Paid."

Rozzano (MI), 3 April 2026

on behalf of the Board of Directors of Webuild S.p.A.
The Chairman – Gian Luca Gregori